



TERRY L. STEWART - DIRECTOR

NOVEMBER- 2001

## ADC Educates Employees on Handling Suspicious Mail



*ASPC-Perryville Correctional Officer II Darcie Moore examines the mail before sorting it for distribution to inmates*

No letters in Arizona have tested positive for anthrax, but the Arizona Department of Corrections is not taking any chances.

To lessen the likelihood of an ADC employee being infected with a parcel containing anthrax or any other harmful substance, the Department is educating its employees on handling suspicious mail.

In late November, ADC conducted a training

session on handling suspicious mail. With assistance from the Phoenix U.S. Postal Inspector's Office, the Department of Corrections Safety and Environment Services, Occupational Health Unit and Inspections and Investigations Special Services Bureau instructed employees on how to identify suspicious mail, and what to do if they receive a potentially dangerous package. During the training session,

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## Prominent Recognition for Winslow Fire Crew



*Canadian Public Broadcasting crew filming a controlled burn*

Winslow Wildland Fire Crew will be showcasing their talents for a worldwide audience.

In the Fall of 2002, the three employees and a crew of 20 inmates along with the Arizona State Land Department will be featured on the "Sacred

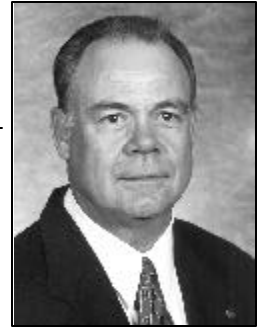
Balance," a four-hour video production filmed by the Canadian Public Broadcasting Corporation dealing with conservation efforts

Sergeant **Charles Brewer** and Correctional Officers **Herb Carruthers** and **James Harmon** of the Arizona State Prison Complex-

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# DIRECTOR'S PERSPECTIVE

by Terry L. Stewart



The events of September 11 have further contributed to an already sinking economy that have necessitated Governor Hull and the Arizona Legislature to overhaul spending plans and make some substantial changes to our State's budget.

Several months ago, the Governor attempted to meet the impending economic crisis by taking measures such as limiting spending in the first part of the fiscal year; instructing State agencies to plan budget reductions of 4 percent; and asking elected officials, the courts, community colleges, the Board of Regents, and cities and counties to assist by reducing budgets. These actions have culminated in a special session to address these critical budget revisions for fiscal years 2002 and 2003.

The Governor's budget plan is guided by principles and parameters that reflect the highest priorities for the state and serve the best interests of the citizens. In this regard, the priorities for continuation of services at the highest practical level have been identified as education, public safety and health care services.

Obviously, the Arizona Legislature is tasked with reviewing the proposed budget cuts from all agencies, and recommending a budget that stays within Constitutional parameters and available revenues. One of the highest priorities is the employee pay package for State employees. It remains to be seen what will happen to the proposed pay increases.

Nevertheless, the Arizona Department of Corrections is but one agency among many faced with significant budget challenges. In behalf of the agency, I submitted a budget that fulfilled the 4% reduction requirement.

Unfortunately, our challenge is compounded by the fact that employee vacancies are unacceptably high; almost 29% in Eyman/Florence and above 21% at Perryville. The balance of the system has shown some improvement in vacancies.

We had intended to implement a hiring bonus plan for Eyman, Florence, Phoenix and Perryville similar to the plan that was used at Lewis. Unfortunately, we can not now afford to undertake such a plan. In fact, some officers in the academy hired originally for Lewis and Tucson will be diverted to Eyman and Florence. When staffing permits they will be reassigned to their original complex if they so desire.

The huge overtime expenditures of the first four months of the fiscal year have impacted our ability to implement the

proposed hiring bonus. In fact, if we do not review our overtime pay strategies, we will not only fail to meet the required 4% budget reduction, we will overspend the personal services allocation for ADC. Therefore, effective December 1, 2001, a new strategy regarding the prioritization of overtime will have to be employed.

The priority in scheduling CO II's will be based upon the FLSA elective: 1) "either/or", 2) comp time only, and 3) cash only. Those who have elected the "either/or" will be compensated at a rate of 25% cash and 75% time. (E.g. if you work 8 hours overtime, you will receive 6 hours of comp time and 2 hours of cash payment)

Additionally, prison complexes have been charged with reviewing the "D" level staffing requirement. Furthermore, to prevent or minimize the requirement of CO II's to work mandatory overtime, effective December 1<sup>st</sup>, all CO III's and CO IV's will be required to work one shift per week (days or swings).

Uncovered staff, to include ADW's, DW's, Wardens, RODS, the Deputy Director and myself will work one shift per week (swings or graves during the work week) and/or any shift on the weekend, dependent upon the need.

Lastly, the training requirements for all employees will be curtailed to only the mandatory "core" training such as weapons qualification, BLS/CPR and CRIPA. All other training requirements will be condensed to 15 minute vignettes to be accomplished during briefing or through self study.

There is uncertainty in the future. I know there will be dissatisfaction and even anger among our employees regarding recent events and the evolving budget issues and I understand your concern. As Americans and ADC employees, we must brace ourselves for some personal sacrifices that will surely arise not only due to the tragic events of September 11, but the slowdown of our national and local economy.

The remainder of this fiscal year and next will be difficult. As corrections professionals, I ask for your cooperation and commitment during these budget difficulties. Although this information may be disturbing, I want you to know what the facts are, and the direction we must pursue in the interest of public safety.

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# QWL-21 Status Report:

## 1.0 Major shift culture/Open Dialogue

Open communication between administrators, supervisors and line staff is a QWL priority that has been effectively incorporated into the Arizona Department of Corrections. It is important that each of us continues to utilize this powerful tool in fortifying the working relationships within the agency.

## 16.0 Recognition/Peer to Peer

Final draft of DO #506 is in the process of being submitted for Deputy Director's review.

## 17.0 Pay

Status unchanged from last reporting period. Total number of administrative adjustment requests for supervisor/subordinate pay issues, as of 09/28/01, is

140. The estimated dollar amount requested is \$461,047.

Status unchanged from last reporting period on the other two pay issues, included within this category:

- COIIs, COIVs and Parole positions - Estimated dollar amount \$430,000.

- Peer-to-Peer inequities (employees whose salaries are not comparable to others with similar education, experience and tenure with the agency) - More than 20 requests at approximately \$100,000.

## 19.0 Investigations and Discipline/Managers Training

Revisions made to DO #508, Employee Discipline, have been reviewed by Deputy Directors. Policy will be submitted to Director Stewart for final approval.

Total number of Mistakes and Misconducts from April to October:

### Complex Mistakes Misconducts

Douglas	38	31
Florence	115	65
Perryville	30	15
Phoenix	31	43
Winslow	12	37
Eyman	356	110
Lewis	64	56
Safford	15	23
Tucson	267	54
Yuma	69	98
<b>Totals</b>	<b>997</b>	<b>532</b>

*continued from page 1*



*Correctional Officer Daniel Raab looks through all the incoming mail for any suspicious indicators*

Health Services Deputy Director **Robert Jones** lectured on anthrax and its symptoms, effects and treatment.

Special Services Bureau Administrator **Greg Lauchner** said, "We can not live in fear and stop all mail from coming into the Department of Corrections. We can only, through awareness, implement proper mail handling procedures that will better protect us."

To protect against mail containing a harmful biological or chemical substance, ADC employees are instructed not to

open mail if: there is no return address; the package has oily stains or discolorations on its wrappers; the mail is bound with excessive tape or string; the package is rigid bulky or lopsided; there are any misspelled words or the parcel is poorly typed or written; the parcel has excessive postage or possibly mailed from a foreign country.

If any employees receive mail they believe is suspicious, they should: handle it with care; isolate it immediately; don't

open, smell, touch or taste it; and call their supervisor. The supervisor should then call the Criminal Investigations Unit or the Central Office Communications Center.

Should an employee open mail containing a foreign substance, they are instructed to: put the parcel down and place it in a container or cover it; leave the immediate area but do not evacuate or let anyone into the area; wash their hands; call their supervisor or activate IMS; and notify Central Office

Communications Center.

As a result of the anthrax threat in the United States, and six suspicious envelopes delivered to ADC over a period of several weeks, the Department has changed its mailroom policies.

"We now open all inmate mail, and separate it from regular mail. If we get any suspicious envelopes, we immediately isolate them and call the Communications Center. We didn't do this before September 11," said Central Office Mail Supervisor **Joshua Aguilar**.

In a lecture to ADC's employees, ADC Fire Safety Consultant **Michael Reichling** said, "There is no guarantee the Department won't receive a package containing anthrax, but the chances aren't likely. For the most part, the letters testing positive for anthrax were sent to prominent people and several media outlets."

"I'm not scared, the U.S. postal service handles billions of letters a day, the chances I handle a letter containing anthrax is small," said Aguilar.

Many of the ADC staff at the Suspicious Mail Training Session shared views similar to Aguilar.

# A Philosophical Approach to Staff Safety

By Staff Safety Officer Don Brown



The ideals shared by police and firefighters who responded to the September 11 tragedy, and typically shared by those devoted to public service are *teamwork, commitment, communication, and professionalism*. They are ideals that typically work in concert with one another, and produce amplified results that contribute greatly to any emergency support mission, and to staff safety.

A good example of *teamwork* are those skills practiced and displayed by police and firefighters, a Tactical Support Unit, or by any group of corrections officers working together to deal with a hazardous situation. At ASPC-Tucson's Manzanita Unit last year, five corrections officers and two corrections counselors responded to numerous fights that had broken out between Mexican-American and Mexican-National inmates. Their quick response and positive actions averted a major disturbance. Five shanks were recovered as a result of their actions, and twenty-five inmates were "rolled up" for further disposition. Without the skills and discipline observed and practiced by these corrections staff, the incident could have escalated into a disturbance resulting in serious injuries to staff and other inmates, as well as extensive property damage.

*Commitment* is that degree of devotion that a true professional instinctively wills or makes to one's chosen profession. It can also be the commitment that an organization makes to its staff to ensure that they are trained to recognize standards to perform the mission. In the case of New York City firefighters, they have been trained to respond and to attack fire, knowing full well they place themselves in harm's way. They also

understand that if they do not, there will be loss of life. Corrections officers function in the same manner. They respond to emergency situations that they know will place them in harm's way—just as firefighters and police officers do. When a disturbance breaks out, the correctional officers' commitment is to run toward the danger, not from it.

*Communication* is a continuous and open sharing of information up and down agency channels. Using effective forms of communication is usually the best way to get the best results.

A case in point: earlier this year, an off-duty ASPC-Florence correctional officer was at his home when he heard gunshots in his neighborhood. Knowing that there was a Pinal County deputy sheriff in the area, the CO did not hesitate to respond. As a result of his observations and communication to responding law enforcement officers, the suspect who had fatally assaulted the deputy sheriff was almost immediately cornered in a local residence. Additionally, the deputized CO assisted responding deputies in the ultimate successful capture of the felon. Good communication is also the sign of a strong, professional organization. Communication is regular, timely, acknowledged information put to intended use. Teamwork and communication, of course, are strong partners. Effective communication on an around-the-clock, seven-days-a-week basis using radios, telephones,

computers, and visual signals to maintain law and order, fight a fire, or perform search and rescue operations is a critical mission that supports public safety.

*Professionalism* is the fourth and final ideal that is sought by agencies who desire to be recognized as fellow professionals by other organizations, and by the public they serve. The elements of professionalism include such things as a fully trained staff; achievable goals and objectives for all levels of staff; programs that promote staff growth, health, and well-being; a uniform and dress code; and standards of conduct. Professionalism is further made up of the previously mentioned ideals of teamwork, commitment, and communication. Professionalism was exemplified this year with the implementation of a pilot program designed to identify a system of around the clock inmate accountability, the Inmate Program Plan (IPP). Key management and complex staff at ASPC-Winslow's Coronado Unit met to review and establish goals for the IPP. All levels of staff worked together to review operations and programs. They put a plan into action in which movements and activities were scheduled around the formal counts, and master passes established inmate accountability on a 24-hour basis that included activities such as work periods, recreation time, education, religious services, vocational training, and substance abuse counseling. Even though security staff were challenged by this system, they became ardent supporters of IPP. Classrooms are full, all inmates are working, inmate accountability is maximized, and a safer prison environment is in place.

Staff Safety benefits from teamwork, commitment, communication, and professionalism. The safety of corrections staff is enhanced when all four elements are used in concert. They are the ideals that create the prison environment we all desire.



# From the Mailbag



## To Region Operations Director Herman::

Thank you for allowing me to attend the Annual Conference for the National Association of Blacks in Criminal Justice (NABCJ). This conference allowed me to examine and debate key issues in our criminal justice system. I met many professional and community leaders who were dedicated to improving the administration of justice. This conference reinforced my belief that I could initiate positive change from within and help the average citizen better understand the nature and operation of our criminal justice system.

As a direct result of attending this conference, I am now a member of NABCJ. As a member, I view criminal justice as much more than a career, it is a commitment to justice.

I sincerely appreciate your support for conferences such as NABCJ.

**Disu Hakeem**, Correctional Officer III  
ASPC-Florence/North Unit



*Dr. Matthew Hamidullah, NABCJ President, with Correctional Officers Annah Jacobs of ASPC-Tucson and Hakeem Disu of ASPC-Florence at the 28th Annual NABCJ Conference and Training Institute in Ohio. Through plenary sessions, panel presentations and workshops, Jacobs and Disu were able to expand their knowledge of current trends relevant to law enforcement and corrections*

## To the Arizona Department of Corrections:

On behalf of the Make-A-Wish Foundation of Central and Southern Arizona, please accept our sincere thanks for your gift of \$2,558.91, which was received on September 29, 2001.

The Make-A-Wish child comes to us with many wonderful dreams and fantasies of what he or she hopes to accomplish in life. The time limits placed upon these children by illnesses makes their wishes immediate and important. Last year, the Make-A-Wish Foundation of Central and Southern Arizona granted over 130 wishes.

Thank you for helping us fulfill our mission of granting wishes to the children of Central and Southern Arizona who have been diagnosed with life-threatening illnesses. You are truly a valued donor to our organization.

Thank you again for your generosity and kindness.

**Rebecca Villicana**

President/CEO

Make-A-Wish Foundation

*Editors note: The \$2,558.91 came from the 2000 SECC*

## To Internal Communications Coordinator Virginia Strankman:

Thank you for the opportunity to attend the State Employee Charitable Campaign kick-off luncheon for the Department of Corrections. Having spoken to a variety of companies and organizations over the last few years, I can easily say ADC was among the top in terms of commitment, sincerity and fun. In the world of uncertainty, it is very refreshing to be around people who take their job very seriously, and are so genuinely committed to protecting the quality of life in our state.

The Director should be very proud of the employees within the Department of Corrections. They are truly role models. I wish you the best with your campaign, and hope you will include me when you celebrate the achievement of this year's goal.

**Gregg Holmes**  
Chairman 2002  
Valley of the  
Sun United Way

## \* Correction \*

On page 6 in October's issue of *Directions*, Sergeant Betty Rehusch wrote the article entitled Blame Inmates not Corrections.

# ACI Headquarters Opens Doors

Arizona Correctional Industries' new accommodations in Phoenix are not only a better arrangement for ACI, but also for its customers.

ACI's Central Office and Metropolitan Distribution Center in Phoenix was officially opened earlier this month with a ribbon cutting ceremony by Corrections Director **Terry Stewart**, Deputy Director for Prison Operations **Chuck Ryan** and ACI Assistant Director **John Spearman**.

Many of the prison industry program's business partners and customers were shown the 50,000 square foot office/warehouse, which is designed to allow customers to see what types of products ACI manufactures.

"It allows us to showcase our products, and it provides us some badly needed space for our employees," Mr. Spearman said.

Director Stewart told the open house visitors that the new facility was the result of the dedication of ACI's employees, and the leadership and vision of Mr. Spearman.

"There was a time when ACI couldn't pay its bills and needed legislative help," the Director recalled. "Now ACI is helping the state pay its bills by contributing another one million dollars to the general fund, as it has for the past three years," the Director said.

The ACI Metropolitan Distribution Center is located at 3701 W. Cambridge Avenue in Phoenix. The new telephone number is 602-272-7600.



*The new ACI headquarters at 3701 W. Cambridge Avenue in Phoenix*



*ACI's showroom displays its prison furniture for inmates*



*The new warehouse at ACI's headquarters*



*ACI's displays the latest in office furniture in their showroom*

# O' Prison Tree, O' Prison Tree



*ACI's Judith Longmeyer standing among this year's crop of Christmas Trees.*

Holiday cheer is growing at the prison farm in Florence.

Once again, Arizona Correctional Industries will be selling Eldarica pine trees for Christmas. The trees range in height from four to nine feet.

ACI offers three exciting ways to shop for your 2001 environmentally friendly, living Christmas tree.

Trees can be purchased by visiting the Florence Prison

Farm any Saturday through December 14; choosing a containerized tree off the Prison Retail Outlet lot, ordering by telephone or by picking them up at ACI's Phoenix warehouse.

The trees range in price from \$16 to \$50.

For more information call ACI Customer Service at 602-272-1600, or the ACI Central Regional Office at ASPC- Florence (520-868-4011, ext 5936)

## USERRA Offers Benefits to Employees called to Active Duty

*By Annemarie Smith-Whitson, Employee Grievance Coordinator*

For ADC employees and supervisors, it is imperative they have a sound understanding of the specific duties, rights and benefits members of the Guard and Reserves have under the Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994.

Employees called to active duty with the armed services may use paid military, annual, holiday, compensatory leave or leave without pay, and continue to accrue annual and sick leave while on paid leave status for up to five years. Employees have the right to return to a position with ADC if they were in a permanent position at the beginning of their military leave and gave either a written or verbal notice to the employer of the military service, or they are released from service under "honorable conditions" and report back to work in a timely manner. Also, any leave taken as a result of military orders is considered State Service time with regard to seniority and retirement.

In regard to employee benefits, both the employee and the employer portion of the retirement contributions, under certain conditions, will be paid by the employer for up to 48 months while an employee is on active duty. Employees may continue their medical and dependant care reimbursement accounts, as well as health, dental and life insurance benefits under certain conditions. Also, employees are eligible to receive those applicable pay raises they would have received during military leave upon return to State Service.

If an employee was in the hiring process for a promotion when he or she received their military orders, they have the right to complete the process upon completion of active duty and return to work. For example, if a CO had applied for the Sergeant announcement, and successfully completed the written



exam before receiving the orders, the CO would be able to participate in a similar oral board when he or she returned to work.

Employees with questions regarding these issues may contact their Personnel Liaison or the Personnel Administrative Services Unit at 602/542-5483.

Specific questions regarding insurance while on military leave may be directed to **Lisa Martinez**, Personnel Administrative Services Unit, at 602/542-5571.



# From “Prison Brats” to Wardens

by Vincent Funari, *Directions Staff*

Reflecting on the days of growing up on the Florence prison grounds in the 1960s and 70s, ASPC-Eyman Warden *Charles Goldsmith* said with a smile, “When my brother and I grew up in Florence we often joked and played games with inmates.”

“When I was a kid and didn’t know any better, I would pull pranks on inmates. This one time, an inmate working at our house was thirsty, and he asked me for a beer. I knew I wasn’t supposed to give him any, but I did anyway. I wanted to get him in trouble. After giving him the beer, I went inside and called the prison. I told the officer on the telephone an inmate was drinking beer on my lawn. Officers came and took him away, and the inmate was



*Warden Charles Goldsmith*

disciplined,” said Goldsmith.

Similarly, ASPC-Yuma Warden **Sam Sublett** remembers stories of growing up on prison grounds and being the son of a prison employee.

The two wardens took their experiences as “prison brats,” and developed them into successful careers as Arizona Department of Corrections wardens.

From the ages of 6-18, Goldsmith, the son of Florence Warden Robert Goldsmith, lived in one of three adobe houses behind the Florence prison. From his family’s home, he was able to look into the windows of CB-3 and CB-4.

“I remember the riot of 1973. My brother and I were looking from our home and could see fire in the windows of CB-3 and CB-4 and hear the horrifying screams of inmates and staff,” said Goldsmith.

Other than several disturbances, being raised on prison grounds wasn’t a terrifying experience for Goldsmith and Sublett. Goldsmith and Sublett were able to play games and sports like the rest of the kids their age.

Goldsmith and his brother joined a little league team sponsored and coached by North Unit inmates. Without an escort or supervision, the two boys would walk to the prison field and practice with inmates.

“Times were different back then.

There was never an incident nor did we ever feel unsafe,” said Goldsmith. “Today, I don’t want my kids anywhere near inmates.”

ASPC-Yuma Warden Sam Sublett, the son of Illinois State Training School for Boys Superintendent Samuel Sublett II, resided on the grounds of a correctional facility from the ages of 4-18.

“I lived in staff housing where I learned to milk cows, shuck corn and can beets. I fished, swam, shot pool, played ping pong, and basketball with inmates. Every day the prison bus would pick me up and take me ten miles to attend school,” said Sublett.

From children to adults, Warden Goldsmith and Sublett

have been surrounded professionally and socially by prison life. They know no other way of life.



*Warden Sam Sublett*

## What are Total Quality Management Teams?

By Richard Gorley, *Office of Strategic Planning and Budgeting*

*This is the first article in a series on the Total Quality Management process in the Department.*

TQM teams, an important aspect of the Total Quality Management process, are groups of people working together toward a common goal.

These teams are designed to perform and improve processes within the Department. Typically, our teams are formed on a temporary basis, usually for less than six months. These teams are formed to accomplish a specific project or mission. They are part of the normal problem-solving organizational structure.

Teams can be functional, consisting of all members from the

same function, or cross-functional, consisting of members from several different functions within the Department. Teams can be comprised of any group or combination of groups in the Department, and offer many advantages over individual performance. For example, they provide for a better decision-making process, allow more people to participate, increase communication and support the business process throughout the Department.

A dynamic team is a high-performance team, one that utilizes its energy to produce. It’s a confident team whose members are aware of their strengths and use them to reach their goals. And, it’s a team whose members rely on each other for assistance, feedback and motivation.

All dynamic teams have certain key

characteristics in common. Read through the following list to understand what makes a high performance team distinctive.

- States its mission and goals
- Operates creatively
- Focuses on results
- Clarifies roles and responsibilities
- Is well-organized
- Builds upon individual strengths
- Supports leadership and each other
- Develops team climate
- Resolves disagreements
- Communicates openly
- Makes objective decisions
- Evaluates its own effectiveness

For more information on the TQM process, call (602) 542-3800.



# My Job by Gina Mims

Working a one-person post in the Complex Minors Unit at ASPC-Perryville is a challenging but rewarding career.

I have been a correctional officer for nearly 4 years and other than the Complex Detention Unit and the Special Management Area, working at the Minors Complex, an open unit with a dormitory-type atmosphere with the capacity of housing 22 female inmates under the age of 18, presents one of the most difficult challenges at Perryville.

Before I accepted this assignment, I didn't know there were so many young girls with so many issues. After talking to most of these young women, I noticed a pattern to their issues. Most of all the girls in our unit have a history of family-related problems.

To help these young women iron out their problems, I often speak to them. I ask them what they want to do when they leave prison. I stress to them they can start over when they get out, or they can make prison their home, the choice is up to them.

One inmate has really put forth the effort to turn her life around. Living in prison has straightened

her out. Now, she understands why her mom wanted to discipline her. This girl wants to write a letter seeking forgiveness from her victim. In my four years as a corrections officer, I

have never heard of an inmate wanting to write their victim with apologies.

To succeed at supervising minors in a correctional facility, a supervisor needs the respect of the inmates. The inmates in my unit know how I am and that I won't condone any type of wrongful activity. On one occasion, I was working a post at the Complex Detention Unit, and I was notified of a fight between two girls in the Minors Unit. Once I arrived and the two girls saw me, they began to calm down because they knew I wouldn't tolerate any fighting. Today, the two inmates get along fine.

Making sure the daily operations in



*COII Gina Mims filling out a report in the Minors Complex control room*

our unit runs smoothly is a huge challenge, but my greatest test is preparing minors for adult population.

On another occasion, a young female inmate came to me and expressed her concern about entering the adult population. The girl was visibly upset, I advised her to use what she has learned in the minors unit. Since then, she has taken my advice and adapted well to the adult population.

It gives me satisfaction when I can speak to a minor and get through to her. For that reason, I would like to someday become a parole officer so I can help minors stay out of prison. If I can keep one young person out of prison it will all be worth it.

*continued from page one*

around the world.

Deputy Warden **Harlan Nelson**, the administrator of the Wildland Fire Crew, said, "We are honored the Canadian Public Broadcasting Corporation chose us, because it's a chance for people outside of the Department, Arizona and the United States to see how extensively trained our unit is in fire suppression and conservation work. We are extremely proud of our work crews, and this program gives us a chance to show the community service efforts of the Department's inmate work programs."

The program, filmed from October 22-27 in Flagstaff, will be narrated by conservationists David Suzuki and Steven Pine. The television special will feature the thinning projects in the Flagstaff forest. Thinning is the process of reducing fire danger by cutting unnecessary underbrush and burning the underbrush piles in a controlled fashion.

"Our thinning projects are a great service to the community because they make forests safer for everyone. Flagstaff District Forester Kevin

Boness regularly gives us positive feedback for our thinning and conservation work," said Nelson.

This is not the first time the efforts of this crew have been recognized.

In March 2001, the Winslow Wildland Fire Crew received a Director's Unit Citation Award for responding to six fires in 42 days. Staff and inmates worked more than 10,000 hours putting out fires that covered approximately 15,000 acres.

# ADC Employees Run with Old Glory

Patriotism runs deep and far for **Mike Tarman**, **D. B. Rice**, **Kristi McLean**, **Anna Lewis**, **Pedro Pena**, **Eric Ellison**, **Cheri Lawrence**, **Sharon Milliacan**, **Mollie Earven** and **Kimberly Feldhake**.

They are ADC employees who participated in the Flag Across America Run that supported the families of the victims September 11 tragedy.

Employees of American Airlines, United Airlines, Military Service Members and Federal employees carried a United States flag across the country. A group of runners left Boston with the flag on October 11 and arrived in Los Angeles on Veteran's Day, November 11. The flag represents the origination and destination of American Flight 11 and United Flight 175. Carried in the cockpit of a U.S. F-16, the flag was flown over Iran in support of Operation Southern Watch on October 2.

"We believe working as a team to help get our great flag from one point of the nation to another would make us feel as if we were helping in some way," said Mollie Earven of ASPC-Phoenix.

Mr. Tarman and Mr. Rice ran from Litchfield Park to Luke Air Force Base and the nine other runners, all from ASPC-Phoenix Globe Unit, carried the flag through Globe.

The Flag passed through downtown



*ADC's Mike Tarman (holding flag) and D.B. Rice (far right) leading the pack of proud Americans.*

Phoenix at 7:45 AM on November 8.

Proceeds from Flag Across America will benefit selected charities in support of the victims of the terrorist attacks.

## ADC Employees on the Move: November



### Retirements

*James Adams, Administrator ,  
ASPC-Phoenix*

*Jim Chilcoat, Associate Deputy  
Warden, Phoenix West*

### Promotions

*Mike Miller, Deputy Warden,  
ASPC-Phoenix/Aspen*

*Charles Moorner, Deputy  
Operations Officer for  
Security, Central Office*

### Transfers

*Johnny Tucker, Deputy Warden, Eyman/Cook*

*Clint Lee, Associate Deputy Warden, Eyman Cook*



*Globe Unit runners from Right to Left: Mollie Earven, Pedro Pena, Kristi McLean, Cheri Lawaerence, Anna Lewis, Sharon Millican and Eric Ellison*

## What's New at adcprisoninfo.az.gov

✓ The **most frequented** ADC Web pages for **October 2001** were: Datasearch IList (List of Matching inmate names) 107997 'hits' (over 3600 'hits' each day), with the following pages in rank order: Inmate Detail, Inmate Commitment and Inmate Sentence information. Fifth in the list was the ADC Home Page with 47313 'hits'. Following this comes the Inmate Datasearch cover page (ISearch); Inmate Profile Classification; Inmate Disciplinary; Inmate Housing and Inmate Additional Information (including, where available, the inmate photograph). The last category was visited 16187 times in the month. The statistics show that the **Inmate Datasearch** continues to be ADC's most popular web information feature, and is being increasingly utilized.

✓ Billboard **Staff Safety** Articles by Don Brown and Terry L. Stewart reprinted from Corrections Today magazine.

✓ We have recently begun encoding 'hidden' **Meta Tags** into the HTML of selected ADC Web pages. This is to enable better results from many web search engines, in particular the FIND IT! system being used by the State of Arizona. This will be beneficial for the browsing State workforce and the general public in pulling up ADC pages as a priority. This may have particular benefit for our Employment and Recruitment Drive.

✓ Additional historical Arizona prison and inmate information is available through the **State of Arizona Division of Libraries and Public Records**. A link to their website, and access to their on-line resource has been provided on several ADC web pages, including the History section, and Datasearch. The DLAPR site includes many on-line photographs.

*Paul Lamprill, ADC Webmaster*

## Should You Get a Flu Shot?

*The seventh in a series developed by the Health Education Advisory Council.*

Because the flu can spread rapidly through prisons, flu shots are recommended for **correctional officers**.

Flu shots appear to be about 70% effective in preventing the flu, and the vaccine helps protect against severe infection. For this reason, experts agree the flu shot protects against death though other serious illness more than the flu itself.

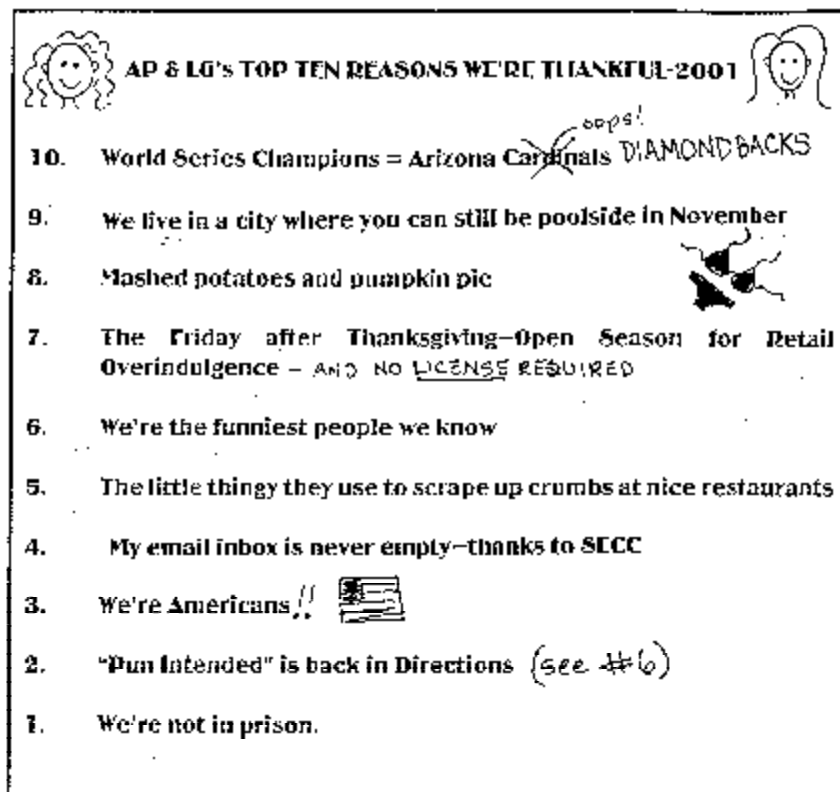
The vaccine is primarily recommended for the following: people over 65, persons with heart disease, chronic lung diseases (asthma), or metabolic disorders (diabetes); anyone with a health problem that weakens the immune system (such as AIDS), persons

receiving certain medical treatments (chemotherapy or long-term steroid therapy) and women who will be in the second half of pregnancy during flu season.

The vaccine can have side effects, but they are almost always minor. Some people feel sore at the injection site, and a few develop mild fever and body aches for about a day. Call your doctor if you experience anything else unusual. **People who are allergic to eggs, should not get the shot.**

It is recommended to get the flu shot between October and November of each year; however, the supply of vaccine may be not be available until December or January.

## Pun Intended





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# Department Rides for SECC and Samuel Davis

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Hundreds of Arizona Department of Corrections employees rode their two wheelers to help fellow Arizonans, and honor the late Sergeant **Samuel Davis** of the Arizona State Prison Complex-Perryville.

With an Arizona Department of Public Safety motorcycle escort, two groups of motorcyclists, one riding from Phoenix and the other from the Correctional Officer Training Academy in Tucson converged on Florence Heritage Park for a day filled with fun, food and activities.

More than 100 people rode in the event, raising approximately \$4000. All proceeds from the event benefitted SECC and Employees Helping Employees.



*Director Stewart speak to a group of enthusiastic motorcyclists*



*Director Terry Stewart leads a pack of bikers from Central Phoenix to Florence during the Samuel Davis Prison Run*

This year's run was renamed the Sergeant Samuel Davis Prison Run in honor of Samuel Davis, an avid motorcycle rider who died in September. Betty Luvert, the late Samuel Davis' mother, drove from California to attend the event.

Prior to his death, Davis designed the T-shirts for the event.

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## ADC Bikers Hit the Open Road

*By Jess Medrano, Parole Supervisor*

Parole Officer **Bill Scully** of the Southwest Parole Office and Parole Supervisor **Jess Medrano** formed an ADC Motorcycle Riders Group.

"In deciding to form this group, our motivation was simple. Friends getting together to talk bikes, check out each others bikes and most of all, ride bikes," said Scully.

Medrano added, "We wanted to ride with other bikers, but wanted people of similar interests. An ADC employee riders group was the obvious answer."

The group plans to ride to locations throughout the beautiful State of

Arizona, including Oak Creek Canyon, Christopher Creek, Yarnell Hill and Strawberry. All decisions on the groups activities will be made by the membership at the monthly meetings.

For information on joining the ADC Riders, call Southwest Parole at 602-255-3476 or email them at [adcriders@home.com](mailto:adcriders@home.com).



*Riders showing off their two wheelers at a recent motorcycle rally*